

**Our story, our future**

**Queensland Multicultural Policy and Multicultural Action Plan 2016/17 – 2018/19**

Annual Report 2017-18: Department of Environment and Science

## Background

- ‘Our story, our future’ is the Queensland Government’s multicultural policy promoting an inclusive, harmonious and united community for Queensland.
- The policy focuses Queensland Government action on three policy priorities for culturally diverse communities and Queensland as a whole – (1) achieving culturally responsive government, (2) supporting inclusive, harmonious and united communities and (3) improving economic opportunities.
- The policy is being implemented through a three year Queensland Multicultural Action Plan 2016-17 – 2018-19.
- The policy and action plan are a requirement of the *Multicultural Recognition Act 2016* (the Act) and represent one of three key provisions of the Act, together with establishing the Multicultural Queensland Charter and Multicultural Queensland Advisory Council.
- Section 24 of the Act requires entities with actions in the action plan to report publicly on an annual basis. The attached report fulfils this requirement for 2017-18 for **DEPARTMENT OF ENVIRONMENT AND SCIENCE (DES)** including Arts Statutory Authorities - State Library of Queensland, Queensland Art Gallery/Gallery of Modern Art, Queensland Museum, Queensland Performing Arts Centre, Queensland Theatre Company.

## Priority area 1: Culturally responsive government

Outcome: Culturally capable services and programs

Action	Lead	Timeframe	Progress status	Achievements and outcomes
			Legend: <ul style="list-style-type: none"> <li>• On track</li> <li>• Completed</li> <li>• Yet to commence</li> <li>• Ceased</li> </ul>	Please provide commentary eg. 3-4 dot points of advice on achievements and outcomes. Include qualitative and quantitative data if available/relevant. <b><i>If action has ceased please include reason.</i></b>
Ensure the cultural capability of staff by providing opportunities for training in cultural awareness and working with interpreters.	DESBT DTMR QH RTA <b>SLQ</b> DoE	2016–19	On track	<ul style="list-style-type: none"> <li>• Cultural awareness training for all State Library of Queensland staff was completed in the third quarter of 2017-18.</li> <li>• State Library follows the requirements under the <a href="#">Queensland Language Services Policy</a> and the <a href="#">Queensland Language Service Guidelines</a> for providing interpreting services for clients.</li> </ul>

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Increase availability of e-resources in languages other than English in partnership with public libraries.	SLQ	2016–17	<b>Completed.</b> Reporting completed in 2016-17 period.	
Partner with and support multicultural community organisations in the delivery of significant events to enhance awareness of SLQ services and facilities.	SLQ	2016–17	<b>Completed.</b> Reporting completed in 2016-17 period.	

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**Outcome: A productive, culturally capable and diverse workforce**

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Deliver on the Public Service Commission 2022 foundation non-English speaking background diversity targets for the Queensland Public Sector.	All departments	2016–19	On track	<ul style="list-style-type: none"> <li>• As at June 2018, Department of Environment and Science’s (DES’s) Culturally and Linguistically Diverse (CALD) percentage sits at 7.1% - historical comparative data is unavailable due to Machinery of Government changes.</li> <li>• Through Equality of Employment Opportunity (EEO) data promotion and implementation of our Diversity &amp; Inclusion (D&amp;I) Strategy, DES believes it is on track to increase this representation to meet its target of 10% by 2022.</li> </ul>
Deliver agency-specific workforce inclusion and diversity strategies that identify priority areas for action to improve participation rates for diverse Queenslanders.	DESBT DNRME DJAG DCDSS DCSYW <b>DES</b> DITID DHPW DoE	2016–19	On track	<ul style="list-style-type: none"> <li>• The DES Diversity and Inclusion strategy has been approved by the Executive Leadership Team (based on previous strategies for the former departments of Environment and Heritage Protection (EHP), National Parks, Sport and Racing (NPSR) and Science, Information Technology and Innovation (DSITI)). The DES strategy will be launched by the end of the calendar year 2018.</li> <li>• Cultural diversity is one of the six diversity themes. Under this theme there are a number of agency specific actions. These include: <ul style="list-style-type: none"> <li>○ Increase employment and career opportunities for culturally and linguistically diverse people; and</li> <li>○ Remove barriers for people from other cultures.</li> </ul> </li> </ul>

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Participate in migrant work experience programs, such as the Work and Welcome program.	SLQ DTMR DLGRMA	2016–19	Completed	<ul style="list-style-type: none"> <li>• A cultural diversity Employee Resource Group has been established – this consists of employees that identify as CALD and employees interested in supporting and promoting cultural diversity in DES.</li> <li>• The Work and Welcome program at State Library continued with the placements of:                             <ul style="list-style-type: none"> <li>○ A participant from Sudan for 12 weeks paid employment from October to December 2016.</li> <li>○ A participant from Burma for 12 weeks paid employment from June to August 2018</li> </ul> </li> <li>• The placements were made possible through voluntary payroll deductions from State Library staff.</li> </ul>

## Priority area 2: Inclusive, harmonious and united communities

Outcome: Queenslanders celebrate our multicultural identity

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Celebrate events that promote cultural respect and understanding, increase awareness of Queensland's multicultural identity and address racism.	DESBT RTA <b>DES</b> DITID DoE	2016–19	On track	<ul style="list-style-type: none"> <li>• A diverse calendar of events is celebrated at DES. D&amp;I calendar is shared on intranet</li> <li>• Key events for the Cultural diversity theme are Harmony Day in March and Queensland Multicultural Month in August.</li> <li>• Key events get department-wide communications and resources, events coordinated by Corporate Human Resources as well as Cultural Diversity Employee Resource Group members.</li> </ul>
Deliver culturally inclusive programming that responds to audiences from diverse cultural backgrounds.	Queensland Art Gallery/Gallery of Modern Art	2016–17	<b>Completed.</b> Reporting completed in 2016-17 period.	
Engage in a program of activities with communities from across Queensland that draw on and increase access to our rich multicultural collections.	Queensland Museum	2016–19	On track	<ul style="list-style-type: none"> <li>• The Queensland Museum (QM) continues to work closely with the Australian South Sea Islander Community and in 2018 Queensland Museum was successful in securing funding through the Australian Research Council with University of Sydney for a Linkage Project 'Archaeology, collections and Australian South Sea Islanders'. This project will fund work with the Queensland Australian South Sea Islander Community to integrate archaeology, museology, and cultural</li> </ul>

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Work with multicultural communities to develop a program of audience engagement activities for those communities.	Queensland Performing Arts Centre	2016–19	On track	landscape research to weave together histories of Australian South Sea Islanders’ (ASSIs) lives and communities and deliver public outcomes. <ul style="list-style-type: none"> <li>• The Queensland Museum, Museum Development Officer (MDO) program continues to work with a large variety of multicultural groups in all Local Government Areas in Queensland. This work is conducted through working with communities and the collections in museums, historical societies, visitor information centres, libraries and galleries. The MDO program encourages communities to undertake community collecting which includes oral history recordings.</li> <li>• Queensland Performing Arts Centre (QPAC) presents a broad ongoing program that engages multicultural communities, including:                             <ul style="list-style-type: none"> <li>○ <i>Clancestry – A Celebration of Country</i> for Aboriginal and Torres Strait Islander Cultures - continued planning by First Nations’ artists with arts communities to create a 2019 program.</li> <li>○ <i>We All Dance</i> – Enabling people from the Syrian and Bhutanese communities to explore dance and performance.</li> <li>○ <i>Songs of Hope and Healing</i> – Supporting young people from refugee backgrounds to be part of a new 70-voice youth choir that rehearsed at QPAC.</li> <li>○ <i>BrisAsia Festival</i> – A partnership with Brisbane City Council that brought ideas, culture and</li> </ul> </li> </ul>

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				<p>performances by local Asian-Australians to the mainstage.</p> <ul style="list-style-type: none"> <li>○ <i>Home</i> – children, including those from refugee backgrounds, used storytelling and visual art to communicate their experiences of “Home” as part of Out of the Box Festival.</li> <li>○ <i>The Arrival</i> – stage production, as part of Out of the Box Festival, of the Shaun Tan book telling the story of a man fleeing his homeland and making a new life in a strange land.</li> <li>○ <i>JADE New World City Collective</i> – Arrangements in place for establishing a new residency at QPAC with a dual focus of intercultural performance and increasing engagement with culturally diverse communities.</li> <li>○ Partnerships with a range of organisations to deliver projects/programs, including UNICEF Australia, Multicultural Development Association, Centacare Cairns, Woodridge State School, Sounds Across Oceans, Micah Projects.</li> <li>• QPAC projects shortlisted in Government category for 2018 Queensland Multicultural Awards.</li> </ul>
Enhance the representation of Queensland’s rich cultural heritage and identity in the John Oxley Library collection.	SLQ	2016–17	<b>Completed.</b> Reporting completed in 2016-17 period.	

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**Outcome: Connected and resilient communities**

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Increase access to arts and cultural experiences created by or aimed at people from diverse backgrounds across the state through funding to organisations and individuals.	Arts Queensland (DES)	2016–19	On track	<ul style="list-style-type: none"> <li>• The Queensland Government through Arts Queensland is committed to delivering diverse and accessible arts and cultural experiences across the state.</li> <li>• Arts Queensland supports Queensland’s individual artists, and arts and cultural organisations, with a focus on cultural diversity embedded throughout its various funding programs and initiatives. Examples follow: <ul style="list-style-type: none"> <li>○ The Backing Indigenous Arts Initiative (BIA) is a \$12.6 million commitment over four years (2016/17-20) to support a sustainable and ethical Aboriginal and Torres Strait Islander arts industry. In 2017–18 BIA invested a total \$2.9 million to support 14 Indigenous Art Centres (IACs) and the IAC Alliance, the IAC Infrastructure Fund, the Cairns Indigenous Art Fair, the Laura Festival, Winds of Zenadth Festival, the Aboriginal Centre for Performing Arts, the Indigenous Regional Arts Development Fund, individual artists and organisations.</li> <li>○ Expanding on the BIA initiative, BIA Performing Arts Funds opened in January 2018 with eight successful applicants announced in July 2018 for the Next Stage and Producer Placements funding totalling \$1.4 million.</li> </ul> </li> </ul>

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				<ul style="list-style-type: none"><li>○ Through the Individuals fund, Arts Queensland provided \$35,651 to five artists who identified as Aboriginal and/or Torres Strait Islander peoples or from culturally and linguistically diverse backgrounds.</li><li>○ The Queensland Arts Showcase Program provided \$1.51 million to projects aimed at Aboriginal and Torres Strait Islander peoples and/or people from culturally and linguistically diverse backgrounds engaging 566,933 people as audience members or participants.</li><li>○ Arts Queensland supported seven tours to regional and remote Queensland with funding of \$252,824 through the Playing Queensland Fund to applicants who either identified as, or the project was aimed at Aboriginal and Torres Strait Islander peoples and/or people from culturally and linguistically diverse backgrounds, engaging 16,960 people as audience members or participants.</li><li>○ The Regional Arts Services Network (RASN) follows the Palaszczuk Government's commitment of \$6.5 million over four years in the 2017–18 State Budget for Indigenous and regional arts initiatives. RASN will drive regional development priorities, boost local jobs by employing regionally-based arts officers and provide greater input and options for arts investment at a local level, including increasing community and Aboriginal and Torres Strait arts activity across the State.</li><li>○ In 2017–18, the Regional Arts Development Fund (RADF) allocated a total of \$2.08 million Arts Queensland funding across 59 local councils Statewide. RADF promotes the role and value of arts,</li></ul>
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				<p>culture and heritage as key drivers of diverse and inclusive communities and strong regions.</p> <ul style="list-style-type: none"><li>○ In 2017–18, 29 organisations and companies supported by Arts Queensland have conducted specific arts and cultural activities and experiences that increased access to or prioritised people from diverse cultural backgrounds across the State.</li><li>○ BEMAC, a key multi-cultural arts organisation presents a significant annual program at the Queensland Multicultural Centre; and throughout regional Queensland.</li><li>○ Dancenorth (Townsville) Weekly workshops are held at Townsville State High School. These workshops aim to provide children with opportunities to express themselves in ways that are not always possible with words, given the high proportion of students where English is a second language.</li><li>○ The Queensland Music Festival (a Statewide biennial music festival) presented in Brisbane and regional and remote communities throughout Queensland. A number of significant initiatives that engage Aboriginal and Torres Strait Islander communities are delivered each year, such as the Cape York Instrumental Program and the Yarrabah Band Festival.</li><li>○ The Institute of Modern Art created a new engagement opportunity called First Thursdays, with a focus on promoting artists from CALD backgrounds. Of 13 artist-curators engaged, 8 were from cultural and linguistically diverse backgrounds.</li><li>○ During 2017, Playlab completed development and production of 'Blue Bones' centred around the story of a diverse artist, Merlynn Tong.</li></ul>
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				<ul style="list-style-type: none"> <li>○ Southern Cross Soloists delivered the SILK Road project, specifically designed to create new work, workshops and a performance in partnership with recent migrants from the Silk Road countries.</li> </ul>
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**Outcome: A respectful and inclusive narrative about diversity**

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Deliver a suite of initiatives and programs to support culturally diverse audiences and artists and promote our state's multicultural stories.	Queensland Theatre Company	2016–19	On track	<ul style="list-style-type: none"> <li>● Queensland Theatre has a programming focus that includes works by and works with a focus on people with culturally and linguistically diverse backgrounds:                             <ul style="list-style-type: none"> <li>○ Good Muslim Boy, mainstage play about the life story of Osamah Sami an Iraqi refugee, written by Osamah</li> <li>○ The Council of Asian Australian Performers initiative is shared between Queensland Theatre, Melbourne Theatre Company and Sydney theatre Company. QT will work with five local Asian Australian directors: Shari Indriani, Nasim Khosravi, Ngoc Phan, Ling-Hsueh Tang and Merlynn Tong</li> </ul> </li> </ul>